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# ANNOUNCEMENT

**SUBJECT: 2005 Leadership Alchemy Program  
Applications Due: November 12, 2004**

I am pleased to announce Goddard's sponsorship of a state-of-the-art leadership program, Leadership Alchemy. This 10-month leadership development program will begin in January 2005 and end in mid-November 2005. The goal is to select 20 participants (see eligibility requirements) committed to developing the competencies to become more effective leaders.

Leadership Alchemy plays an integral part in Goddard's leadership and management development programs that supports the transformation of participant's fundamental leadership presence and practices. The third Leadership Alchemy class is about to graduate. Graduates, as well as their supervisors and mentors, from all 3 years speak very highly of the program and its benefits to both the individual and Goddard.

Leadership Alchemy provides participants an opportunity to learn about leadership by being leaders. Mentors will be matched to each participant to discuss leadership and enhance learning. All participants will receive personal and group coaching, the latter during workshops and Learning Team meetings.

At the end of the Leadership Alchemy Program, participants will have gained:

1. Personal insight and a vision for themselves and their organization
2. Greater presence, authority, and competence as leaders, enabling them to exceed the expectations of those they will lead
3. Skills to influence, coach, and enable others to facilitate the creation of partnerships, alliances, and teams
4. Capability to build resilience and create the conditions for initiating and sustaining change
5. Skills to build trust among coworkers and influence the climate of their organization
6. An appreciation for the richness of diversity and ability to utilize the full range of contributions of others
7. Ability to transform knowledge and skill into wisdom and action by applying learning and leadership skills to actual organizational challenges

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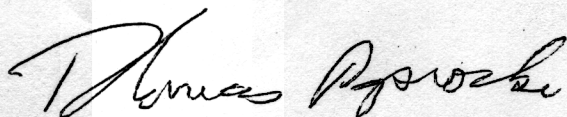
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We are seeking a diverse group of people to participate in this 10-month program. If you wish to be considered for participation, you must submit a Leadership Alchemy application form to Gail Williams, by 4:00 p.m. on November 12, 2004, in Building 8, Room 436.

A copy of this announcement and the application form is available on the OHR web page at <http://ohr.gsfc.nasa.gov/Hot/home.htm>. The web page also provides more details about Leadership Alchemy, including the program requirements, level of commitment, and selection process. If you would like to talk with the program designers and past graduates, please attend the Leadership Alchemy Open House on Thursday, October 28, 2004, in Building 8, Room 429, from 11:00 a.m. - 2:00 p.m.

If you have any questions, please contact Gail Williams, Program Coordinator, at (301) 286-0159, or by e-mail at [Gail.S.Williams@nasa.gov](mailto:Gail.S.Williams@nasa.gov).



Thomas J. Paprocki, Acting Director  
Office of Human Resources